



ARIZONA
DEPARTMENT OF WATER RESOURCES

ADWR Mainstream

January 12, 2001
Volume 8, Issue 6

"Tis the Season"

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Did You Know?

Rudolph the Red Nose Reindeer was created in 1939 as a commercial gimmick for the Montgomery Ward group of department stores.



Rita Pearson Maguire

Director's Corner

Happy New Year!

The year has started out on a high note, as far as state employees are concerned. We have good news from 1700 West Washington. The Governor *and* the Legislature have made salary increases for state employees a high priority for the 45th Legislature, First Regular Session.

It is normal that some lawmakers announce at the beginning of every session that they will attempt to put together a pay package for state workers, only to see the proposal melt like ice on a hot day once other budget priorities are factored in to the final negotiations.

This year is different. Although it is way too early to predict that legislators and Governor Hull will enact a salary adjustment, the fact that the Governor showcased it in her State of the State address is a reason for hope.

Here is what she said:

"...we can't expect to keep the best and the brightest if we offer bottom-of-the-barrel compensation..."

"State employees are now paid 13 percent less than the market average. Nearly 41 percent of new employees leave state government within the first six months. Among all employees leaving, 55 percent cite low pay or a similar job with a local government for better pay as their reason for leaving. System-wide turnover is 18.5 percent."

"This is unacceptable. We need a modern, efficient state government staffed by highly educated and properly compensated employees..."

"I am recommending we take a major step toward closing the gap with a state employee package of \$290 million, including pay and benefits."

It is important to note that the legislative leadership also made the pay adjustment a centerpiece of their program for 2001.

Having been in state government for a number of years, it is clear to me there is no more deserving group of workers than those who are employed by the state. The people of Arizona are indeed well served by the state work force.

It was also encouraging to hear the Governor recommit her offices to the important work that is ongoing at the Arizona Department of Water Resources. Specifically, she said:

"Nothing is more fundamental to the continued success of this state than a certain and secure supply of water. Without a sustainable supply of water, our booming economy would grind to a halt. With that in mind, I appointed the Groundwater Management Commission to review and update our water laws."

"Those laws must be effective, fair and, most important, visionary. I am grateful the Legislature has refrained from piecemeal changes to these laws. I urge you to continue on that course. Soon our commission will have completed its work and we will have a comprehensive plan that is fair to all."

"More immediately, I am asking you to continue to fund the Rural Water Studies program. These studies provide concrete information about water availability and help our cities and towns better address the issue of sustainability."

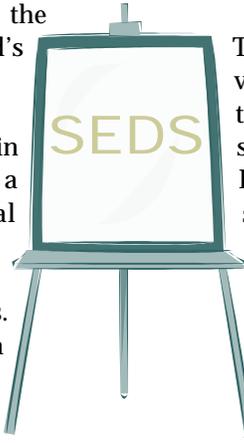
It is clear from her words -- and her actions -- that this Governor is a big supporter of our Department. It's especially heartening, in light of the huge challenges we face in the coming year.

"It is clear to me there is no more deserving group of workers than those who are employed by the state."

Statewide Employee Development Services Project

Deputy Director Joseph C. Smith is on the Governor's Statewide Employee Development Services (SEDS) Board along with five other members of the Interagency Cabinet and two Agency Directors representing small agencies along with the Director of ADOA who will serve as the Board's chairperson.

The Governor's vision is to develop a Best in Class Workforce Development Program with a mission to facilitate building critical competencies and skill sets that state employees need to deliver cost efficient, customer focused, state government services. The Board's goals include: 1) to provide a statewide training program that is standardized and universally recognized with equal access to both large and small agencies; 2) to provide a centralized, universally recognized record keeping system for all training records of every state employee; 3) to maximize state resources through partnerships with community colleges, universities



and other vendors whose core mission is education and training; and 4) to provide a centralized administration for key information of statewide training activities.

The team of four that make up the SEDS staff were slated to use office space at the Capitol, but, the Alternative Fuel Program has annexed that space. The first SEDS Board meeting was held on December 14th. At that time Joe offered office space for the project's use. ADWR is making room for them on the 4th Floor in the West Wing. Nancy Stelter, Ph.D., is the Project Director. She will be taking the empty office between Jeff Heimer and Jing-Shing Hsu. The other three staff people will be in the office where Ajita Athalye is currently. We expect them to move in the week of January 15th. Space at ADWR is temporary until office space at the Capitol is made available. The project is expected to take 18 months to develop.

Digital Odyssey to Begin

On Tuesday, January 16, 2001, Marty Lewis will no longer be in the copy center in the Park Place building in Phoenix. In fact, Tuesday morning is the beginning of the end for the copy center. Marty is moving up to take on new challenges with the Agency's document imaging program. Within a few days, the copy center will be closed, the equipment moved out and the walls demolished. The copy center is giving way so that we can create the Document Center. It may not sound like much of a change, but, in terms of technology, the Document Center will be a significant leap in technology using digital rather than analog equipment.

In addition to a new document reproduction machine the size of an eighteen-wheel truck, the Agency will be acquiring a state-of-the-art color duplicator. What is significant about all this is that the Agency will not own or operate the equipment. Rather, the Xerox Corporation is partnering with the Department to provide a full-service, full-color digital document management system for the building to include eight



decentralized digital systems. The old analog copiers, printers and eventually fax machines will be phased out of the building as we enter the digital era where copiers become printers and fax machines.

New equipment will begin arriving on the 1st and 4th floor on Tuesday the 16th and will be phased-in as the building remodeling is completed through February. A digital document system (we don't call them copiers anymore) will be installed in the Training Room so that hands-on training using live network connections can begin.

Tuesday begins our digital odyssey. I know that you will find this technology exciting and that these changes will have a positive impact on how we do business internally and how we serve our customers externally.

Watch for more news as this program unveils.

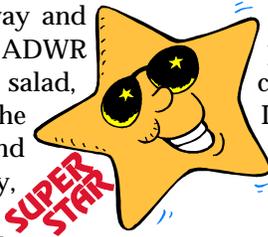
Deputy Director, Joe Smith

Employee Recognition Ceremony

It's that time of year again! The ADWR Employee Recognition Ceremony and Picnic for 2000 will be held on Wednesday, February 14, 2001.

This is a wonderful opportunity to celebrate the successes of our fellow co-workers for last year by nominating them for Employee, Supervisor of the Year, or for a Special Achievement Award. The success of this program lies with you by having all nominations completed and submitted to the Human Resources Office no later than Friday, January 19th.

The festivities are underway and we are having the traditional ADWR picnic lunch to include hamburgers, hotdogs, potato salad, burgers, hotdogs, potato salad, cooked and served by the Directorate staff. The cost of this meal will be \$5.00 and should be given to Mary Chambers by Wednesday,



after the ceremony, we will have a picnic lunch to include hamburgers, hotdogs, potato salad, burgers, hotdogs, potato salad, cooked and served by the Directorate staff. The cost of this meal will be \$5.00 and should be given to Mary Chambers by Wednesday, February 7.

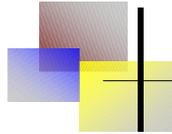
So, drop everything and get your nominations in as soon as you can. Don't forget to place the date of the ceremony on your calendar. It will be a fantastic event, one you will not forget.



Frank and Ed from St. Vincent de Paul arrive to pick up the angel tree gifts.

HOPE ALIVE TEEN OUTREACH

A CORPORATION SOLE
Youth Mentoring Program



Patty Wallace—Overseer
4022 East Greenway Rd St #11
Phoenix, AZ 85032-4760
602-439-0274

Sock it to Me!



Greg Wallace is surrounded by over 300 pair of socks that ADWR employees donated to the Adobe Juvenile Detention School.

January 4, 2001

Attention: DWR employees

Once again we would like to thank all the Santas' from the Department of Water Resources for their generosity in supplying over 300 pair of socks and other supplies to brighten the Christmas for over 385 young men at the Adobe Juvenile Detention School.

It was very exciting to see the smiles on their faces when they looked into their bags and saw the variety of gifts and candy that had been donated. For many of these young men, this was probably one of the best holidays they have ever had. How unfortunate for them.

Continue to be a blessing to others and you will find others blessing you. Thank you again for your help and open hearts. We can only hope and pray that someday these young men will return the same act of kindness to someone else as they remember that someone cared about them at their lowest point in their lives.

Sincerely,

Patty Wallace

Patty Wallace, Director
Hope Alive Teen Outreach